

## UNIT CLIMATE PROFILE QUESTIONNAIRE

In this questionnaire, the word "unit" means your battery, or troop.

[DO NOT BEGIN UNTIL INSTRUCTED TO DO SO]

01. Do the officers in your unit care about the needs of their soldiers?

- [ + 2] \_\_\_\_ Very much  
[ + 1] \_\_\_\_ Much  
[ 0] \_\_\_\_ Somewhat  
[ - 1] \_\_\_\_ Little  
[ - 2] \_\_\_\_ Very little, or not at all

02. Do the officers in your unit treat you with respect?

- [ + 2] \_\_\_\_ Very often, or always  
[ + 1] \_\_\_\_ Often  
[ 0] \_\_\_\_ Sometimes  
[ - 1] \_\_\_\_ Seldom  
[ - 2] \_\_\_\_ Very Seldom, or never

03. As a leader, how is your unit commander?

- [ + 2] \_\_\_\_ Very good  
[ + 1] \_\_\_\_ Good  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Bad  
[ - 2] \_\_\_\_ Very Bad

04. As leaders, how are the other officers in your unit?

- [ + 2] \_\_\_\_ Very good  
[ + 1] \_\_\_\_ Good  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Bad  
[ - 2] \_\_\_\_ Very Bad

05. Do you respect the officers in your unit?

- [ + 2] \_\_\_\_ Very much  
[ + 1] \_\_\_\_ Much  
[ 0] \_\_\_\_ Somewhat  
[ - 1] \_\_\_\_ Little  
[ - 2] \_\_\_\_ Very little, or not at all

06. Do the NCOs in your unit care about the needs of their

- [ + 2] \_\_\_\_ Very much  
[ + 1] \_\_\_\_ Much  
[ 0] \_\_\_\_ Somewhat  
[ - 1] \_\_\_\_ Little  
[ - 2] \_\_\_\_ Very little, or not at all

07. As leaders, how are your unit's NCOs?

- [ + 2] \_\_\_\_ Very good  
[ + 1] \_\_\_\_ Good  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Bad  
[ - 2] \_\_\_\_ Very Bad

08. Do the NCOs in your unit treat you with respect?

- [ + 2] \_\_\_\_ Very often, or always  
[ + 1] \_\_\_\_ Often  
[ 0] \_\_\_\_ Sometimes  
[ - 1] \_\_\_\_ Seldom  
[ - 2] \_\_\_\_ Very seldom, or never

09. Do you respect the NCOs in your unit?

- [ + 2] \_\_\_\_ Very much  
[ + 1] \_\_\_\_ Much  
[ 0] \_\_\_\_ Somewhat  
[ - 1] \_\_\_\_ Little  
[ - 2] \_\_\_\_ Very little, or not at all

10. Does your immediate leader explain things clearly to you?

- [ + 2] \_\_\_\_ Very often, or always  
[ + 1] \_\_\_\_ Often  
[ 0] \_\_\_\_ Sometimes  
[ - 1] \_\_\_\_ Seldom  
[ - 2] \_\_\_\_ Very seldom, or never

11. How well does your immediate leader let you know what is expected of you on the job?

- [ + 2] \_\_\_\_ Very well  
[ + 1] \_\_\_\_ Well  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Poorly  
[ - 2] \_\_\_\_ Very poorly

12. Is your immediate leader willing to discuss your ideas and suggestions about the job?

- [ + 2] \_\_\_\_ Very willing  
[ + 1] \_\_\_\_ Willing  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Unwilling  
[ - 2] \_\_\_\_ Very unwilling

13. Does your immediate leader do a good job in supervising soldiers?

- [ + 2] \_\_\_\_ Very good  
[ + 1] \_\_\_\_ Good  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Bad  
[ - 2] \_\_\_\_ Very bad

14. How does your immediate leader treat you?

- [ + 2] \_\_\_\_ Very well  
[ + 1] \_\_\_\_ Well  
[ 0] \_\_\_\_ Borderline  
[ - 1] \_\_\_\_ Badly  
[ - 2] \_\_\_\_ Very badly

15. Do you respect your immediate leader?

- [ + 2] ☐ Very much  
[ + 1] ☐ Much  
[ 0] ☐ Somewhat  
[ - 1] ☐ Little  
[ - 2] ☐ Very little, or not at all

16. Is it easy or hard for soldiers in your unit to get to see the senior NCOs to discuss problems?

- [ + 2] ☐ Very Easy  
[ + 1] ☐ Easy  
[ 0] ☐ Borderline  
[ - 1] ☐ Hard  
[ - 2] ☐ Very hard

17. How are soldiers in your unit treated when they go to a senior NCO to discuss problems?

- [ + 2] ☐ Very well  
[ + 1] ☐ Well  
[ 0] ☐ Borderline  
[ - 1] ☐ Badly  
[ - 2] ☐ Very badly

18. Is it easy or hard for soldiers in your unit to get to see the unit commander to discuss personal problems?

- [ + 2] ☐ Very easy  
[ + 1] ☐ Easy  
[ 0] ☐ Borderline  
[ - 1] ☐ Hard  
[ - 2] ☐ Very hard

19. How are soldiers in your unit treated when they go to the unit commander to discuss personal problems?

- [ + 2] ☐ Very well  
[ + 1] ☐ Well  
[ 0] ☐ Borderline  
[ - 1] ☐ Badly  
[ - 2] ☐ Very badly

20. Does getting promoted in your unit depend upon doing a good job?

- [ + 2] ☐ Very much  
[ + 1] ☐ Much  
[ 0] ☐ Somewhat  
[ - 1] ☐ Little  
[ - 2] ☐ Very little, or not at all

21. Is the promotion policy in your unit fair to ethnic or racial minority soldiers?

- [ + 2] ☐ Very fair  
[ + 1] ☐ Fair  
[ 0] ☐ Borderline  
[ - 1] ☐ Unfair  
[ - 2] ☐ Very unfair

22. Is the promotion policy in your unit fair to non-minority soldiers?

- [ + 2] ☐ Very fair  
[ + 1] ☐ Fair  
[ 0] ☐ Borderline  
[ - 1] ☐ Unfair  
[ - 2] ☐ Very unfair

23. Overall, how do you feel about the promotion policy in your unit?

- [ + 2] ☐ Very satisfied  
[ + 1] ☐ Satisfied  
[ 0] ☐ Borderline  
[ - 1] ☐ Dissatisfied  
[ - 2] ☐ Very dissatisfied

24. Do soldiers in your unit who perform well on the job ever receive praise, recognition, or reward?

- [ + 2] ☐ Very often, or always  
[ + 1] ☐ Often  
[ 0] ☐ Sometimes  
[ - 1] ☐ Seldom  
[ - 2] ☐ Very seldom, or never

25. When a soldier in your unit makes an honest mistake on the job, is that soldier treated fairly?

- [ + 2] ☐ Very often, or always  
[ + 1] ☐ Often  
[ 0] ☐ Sometimes  
[ - 1] ☐ Seldom  
[ - 2] ☐ Very seldom, or never

26. In your unit are corrections for careless or intentional poor performance made fairly?

- [ + 2] ☐ Very often, or always  
[ + 1] ☐ Often  
[ 0] ☐ Sometimes  
[ - 1] ☐ Seldom  
[ - 2] ☐ Very seldom, or never

27. How is the physical training in your unit?

- [ + 2] ☐ Very good  
[ + 1] ☐ Good  
[ 0] ☐ Borderline  
[ - 1] ☐ Bad  
[ - 2] ☐ Very bad

28. How is the MOS training in your unit?

- [ + 2] ☐ Very good  
[ + 1] ☐ Good  
[ 0] ☐ Borderline  
[ - 1] ☐ Bad  
[ - 2] ☐ Very bad

29. How is the combat training in your unit?

- [ + 2] ☐ Very good  
[ + 1] ☐ Good  
[ 0] ☐ Borderline  
[ - 1] ☐ Bad  
[ - 2] ☐ Very bad

30. Is training time in your unit ever wasted by your having to wait around with nothing useful to do?

- [ + 2] ☐ Very seldom, or never  
[ + 1] ☐ Seldom  
[ 0] ☐ Sometimes  
[ - 1] ☐ Often  
[ - 2] ☐ Very often, or always

31. Is it easy or hard to get the tools, equipment, or supplies needed for your job?

- [ + 2] ☐ Very easy  
[ + 1] ☐ Easy  
[ 0] ☐ Borderline  
[ - 1] ☐ Hard  
[ - 2] ☐ Very hard

32. In what condition are the tools, equipment, or supplies you usually work with?

- [ + 2] ☐ Very good  
[ + 1] ☐ Good  
[ 0] ☐ Borderline  
[ - 1] ☐ Bad  
[ - 2] ☐ Very bad

33. Is the work you do most of the time useful?

- [ + 2] ☐ Very useful  
[ + 1] ☐ Quite useful  
[ 0] ☐ Somewhat useful  
[ - 1] ☐ Slightly useful  
[ - 2] ☐ Not at all useful

34. Is your work interesting?

- [ + 2] ☐ Very interesting  
[ + 1] ☐ Quite interesting  
[ 0] ☐ Somewhat interesting  
[ - 1] ☐ Slightly interesting  
[ - 2] ☐ Not at all interesting

35. How do other soldiers you know in your unit feel about their work?

- [ + 2] ☐ Like a lot  
[ + 1] ☐ Like  
[ 0] ☐ Borderline  
[ - 1] ☐ Dislike  
[ - 2] ☐ Dislike a lot

36. How do you feel about your work?

- [ + 2] ☐ Like a lot  
[ + 1] ☐ Like  
[ 0] ☐ Borderline  
[ - 1] ☐ Dislike  
[ - 2] ☐ Dislike a lot

37. How would you rate overall job satisfaction in your

- [ + 2] ☐ Very high  
[ + 1] ☐ High  
[ 0] ☐ Borderline  
[ - 1] ☐ Low  
[ - 2] ☐ Very low

38. While on the job, do you feel harassed by higher-ranking personnel?

- [ + 2] ☐ Very seldom, or never  
[ + 1] ☐ Seldom  
[ 0] ☐ Sometimes  
[ - 1] ☐ Often  
[ - 2] ☐ Very often, or always

39. Does "obeying the rules" ever make it hard to get the job done?

- [ + 2] ☐ Very seldom, or never  
[ + 1] ☐ Seldom  
[ 0] ☐ Sometimes  
[ - 1] ☐ Often  
[ - 2] ☐ Very often, or always

40. Are you made to work unnecessary extra hours?

- [ + 2] ☐ Very seldom, or never  
[ + 1] ☐ Seldom  
[ 0] ☐ Sometimes  
[ - 1] ☐ Often  
[ - 2] ☐ Very often, or always

41. Does "pulling details" seriously interfere with your primary job?

- [ + 2] ☐ Very seldom, or never  
[ + 1] ☐ Seldom  
[ 0] ☐ Sometimes  
[ - 1] ☐ Often  
[ - 2] ☐ Very often, or always

42. While off duty, are soldiers in your unit harassed by "mickey-mouse" ("dumb," or unnecessary) unit rules?

- [ + 2] ☐ Very seldom, or never  
[ + 1] ☐ Seldom  
[ 0] ☐ Sometimes  
[ - 1] ☐ Often  
[ - 2] ☐ Very often, or always